

# Introduction and Explanatory Notes

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- The permanent civilian workforce is the primary focus of these data. Permanent civilian employees may have full-time, part-time or intermittent work schedules. The permanent workforce includes:
  1. employees in the **competitive service** whose appointments are not time-limited,
  2. **excepted service** employees whose appointments are comparable to the competitive service, such as the majority of the Federal Aviation Administration<sup>1</sup>, the Transportation Security Administration, and most attorneys, and
  3. employees in the **Senior Executive Service** who are not serving under limited term appointments.
- The table, Total Civilian Employment, also includes civilian employees with temporary appointments.
- The table, Total Workforce by Administration, portrays on-board data for permanent civilians and adds military and temporary civilians to complete the picture of total on-board strength of the DOT workforce.
- Data on Supervisors and Managers includes positions that meet the minimum requirements for application of the Office of Personnel Management's Supervisory Grade Evaluation Guide.
- DOT is comprised of sixteen operating administrations or organizations:

Office of the Secretary (OST)	National Highway Traffic Safety Administration (NHTSA)
United States Coast Guard (USCG)	Research and Special Projects Administration (RSPA)
Federal Aviation Administration (FAA)	Office of the Inspector General (OIG)
Federal Highway Administration (FHWA)	Maritime Administration (MARAD)
Federal Motor Carrier Safety Administration (FMCSA) <sup>2</sup>	Surface Transportation Board (STB) <sup>3</sup>
Federal Railroad Administration (FRA)	Bureau of Transportation Statistics (BTS) <sup>4</sup>
Saint Lawrence Seaway Development Corp (SLSDC)	Transportation Administrative Services Center (TASC) <sup>5</sup>
Federal Transit Administration (FTA)	Transportation Security Administration (TSA) <sup>6</sup>
- The number and rates of hires and losses are to and from DOT, not from individual administrations.
- The number of promotions includes only permanent promotions.
- The average salary amounts include locality pay.
- The average grade charts for GS or Equivalent do not include wage grade employees.
- Since 1998, several categories of FAA employees are being moved from the standard GS grade structure into Pay Banding.
- The Transportation Security Administration (TSA) is totally under Pay Banding.

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<sup>1</sup> The majority of FAA's workforce was converted to the excepted service effective April 1, 1996.

<sup>2</sup> FMCSA was separated from FHWA in FY00.

<sup>3</sup> STB was created in DOT on January 1, 1996 as a result of the ICC Termination Act of 1995.

<sup>4</sup> The FY1995 report included BTS numbers as part of OST. Since FY1996, they have been reported separately.

<sup>5</sup> TASC was created by the reorganization of OST on February 4, 1996 to provide operational administrative functions.

<sup>6</sup> Transportation Security Administration (TSA) was created under the Aviation and Transportation Security Act of November 19, 2001